

**DEPARTMENT OF PERSONNEL ADMINISTRATION  
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT  
FOR BARGAINING UNIT 19  
2006-2008 MEMORANDUM OF UNDERSTANDING**

**Exclusive Employee Representative  
American Federation of State, County and Municipal Employees**

**Number of Employees:** Approximately 4,131 full-time equivalents

**I. Compensation**

***Cost-of-Living Adjustments***

- Effective July 1, 2006, all employees in Bargaining Unit 19 will receive a 3.5% General Salary Increase.
- Effective July 1, 2007, all employees in Bargaining Unit 19 will receive a COLA of 2-4% (actual amount to be based on the Consumer Price Index for the 12-month period from April 2006 through March 2007).

***Equity Adjustments***

- Effective January 1, 2007, the top salary for Psychologist and Occupational Therapist classifications will be raised 5%. (*Attachment A*)
- Effective January 1, 2007, the top salary for Pharmacist classifications will be raised 10%. (*Attachment A*)

**II. Retirement**

***Benefit Calculation***

- For employees hired on or after January 1, 2007, retirement benefits will be based on the highest consecutive-three-year average salary.

**III. Health Benefits**

***Employer Contribution***

- Effective January 1, 2007, employees will receive health benefits under the State's "80-80" formula, replacing the unit's "85-80" formula. Under the "80-80" formula, the employer contribution for single-party coverage is 80 percent of that year's weighted average premium of the four plans with the highest employee enrollment; 80 percent for dependent coverage.

***Dependent Coverage***

- Employees hired on or after January 1, 2007, will become eligible for the full employer contribution for dependent health coverage after completing their first two years of State employment. The State will contribute half the normal amount for dependents during the first year and 75 percent during the second year.

#### **IV. Other**

##### ***Recruitment and Retention Differentials***

- Effective the first pay period following ratification, monthly Recruitment and Retention Differentials will be included in final compensation when calculating retirement benefits.

##### ***Mileage Reimbursement***

- Employees authorized to use a privately owned vehicle on State business will be entitled to claim mileage reimbursement at the federal standard mileage rate. The federal standard mileage rate is currently 44.5 cents per mile.

#### **V. Duration**

- July 1, 2006, through June 30, 2008

## Attachment A

Effective January 1, 2007, the top salary for the following classifications will be raised 5% (by adding a step to the current pay range). To advance to the higher rate, an employee must be at the current top rate for at least 12 qualifying pay periods (as defined in DPA Rules 599.682(b) and 599.687).

Psychologist (HF-Clinical), DMH & DDS	9878
Psychologist, HF Clinical Safety	9873
Psychologist, HF Clinical	9860
Psychologist, HF Counseling Safety	9843
Psychologist, HF Counseling	9838
Psychologist (Educational)	9835
Psychologist, HF Education Safety	9844
Psychologist, HF Education	9841
Psychologist, HF Experimental Safety	9834
Psychologist, HF Experimental	9833
Psychologist, HF Social Safety	9864
Psychologist, HF Social	9858
Psychologist CF Clinical	9283
Psychologist Clinical	9849
Psychologist SPB	9252
Psychology Internship Dir, CF	9354
Psychology Internship Dir	9842
Staff Psychologist CF Clinical	9290
Staff Psychologist Clinical	9847
Sr. Psychologist	9840
Sr. Psychologist CF	9289
Sr. Psychologist CF Specialist	9287
Sr. Psychologist HF Specialist	9839
Vocational Psychologist	9853
Consulting Psychologist, Victims of Crime	7648
Consulting Psychologist	7620
Occupational Therapist, DMH & DDS	8204
Occupational Therapist, CF	9280
Occupational Therapist	8288
Occupational Therapy Consultant	8281
Sr. Occupational Therapist, CF	9346
Sr. Occupational Therapist	8287
Mobility Evaluation Specialist	6046
Consultant in Occupational Therapy for Physically Handicapped Children	8282
Rehabilitation Therapist, SF Occupational	8289
Rehabilitation Therapist, SF Occupational Safety	8323

Effective January 1, 2007, the top salary for the following classifications will be raised 10% (by adding two steps to the current pay ranges). For employees who have been at the current top rate for at least 12 qualifying pay periods (as defined in DPA Rules 599.682(b) and 599.687), the salary will be raised 5%; 12 months later, their salary will be raised the remaining 5%.

Pharmacist I	7982
Pharmacist I, DMH & DDS	7659
Pharmaceutical Consultant I, DHS	7975
Pharmaceutical Consultant II, DHS (Spec)	7994
Inspector, Board of Pharmacy	8876